
The Truth and Reconciliation Commission of Canada: Calls to Action and The City of Saskatoon's Response

Recommendations

That this report be forwarded to City Council for the 2016 Business Plan and Budget deliberations.

Topic and Purpose

The Truth and Reconciliation Commission Calls to Action (TRC) documented experiences of Aboriginal students in residential schools and the resulting intergenerational impacts. On June 2, 2015, the TRC released Calls to Action with recommendations for reconciliation for governments and other stakeholders (Attachment 1). The following report summarizes the City of Saskatoon's Response to the TRC Calls to Action (Attachment 2), with initiatives to address relevant recommendations and financial implications.

Report Highlights

1. Several TRC "Calls to Action" are relevant to municipal governments.
2. The City of Saskatoon (City) has ongoing initiatives that are making strides toward the TRC's Calls to Action.
3. Additional actions and estimated costs to address the recommendations have been identified.
4. The City will collaborate with the Office of the Treaty Commissioner (OTC) and other Aboriginal organizations and community partners to develop an action plan for reconciliation.

Strategic Goals

The report supports the long-term strategy under our "Quality of Life" strategic goal to strengthen relations with local Aboriginal organizations. The 4-year priority to develop partnerships and programs with Aboriginal organizations that will assist in enhancing economic, employment and training opportunities is also supported.

Background

City Council, at its meeting held on June 22, 2015, resolved that:

- "1. that the Administration report back to City Council about what will be required to adopt and implement the relevant calls to action highlighted in the Truth and Reconciliation Committee report of June 2, 2015, including any financial implications and that any implementation costs be included in the 2016 budget deliberations.
2. that the City of Saskatoon declare July 1, 2015 – June 30, 2016 the year of reconciliation and that the Administration work with the Office of the

Treaty Commission, and other community groups, leaders and institutions in Saskatchewan, to promote reconciliation in our province.”
(Attachment 3)

The report also responds to the Statement of Reconciliation from Canada's Big City Mayors to learn from the TRC and take action (Attachment 4).

The City contributed \$125,000 to the June 2012 TRC event in Saskatoon for Aboriginal people to describe their experiences and impacts from attending residential schools. Civic staff assisted in organizing and coordinating the TRC community commemorative event on June 2, 2015 to coincide with release of TRC's Calls to Action.

Report

TRC Recommendations Relevant to Municipal Governments

Most TRC recommendations are directed to the federal government. The following summarize the TRC's calls to action most relevant to the City and its relationships with Aboriginal citizens:

- a) Eliminate over-representation of Aboriginal people, particularly youth, in custody (#30, #38).
- b) Create Aboriginal-specific victim services (#40).
- c) Adopt the *United Nations Declaration on the Rights of Indigenous Peoples* which supports Aboriginal rights to culture, employment, health, education, and other issues and facilitate their full participation in all matters that concern them (#43).
- d) Reform laws and policies based on European sovereignty over Indigenous peoples and lands (#47).
- e) Collaborate to develop and implement an action plan, promote public dialogue for reconciliation, and monitor and report annually on reconciliation efforts (#53).
- f) Provide annual reports or any current data requested by the National Council for Reconciliation (NCR) so it can report on progress towards reconciliation (#55).
- g) Educate public servants on the history of Aboriginal peoples, inter-cultural competency, conflict resolution, human rights, and anti-racism (#57).
- h) Participate in a strategy to commemorate Aboriginal peoples' history and contributions to Canada (#79).
- i) Ensure Aboriginal peoples have access to jobs, training and education opportunities; and they benefit from economic development (#92).
- j) Provide inclusive information about Aboriginal peoples to newcomers (#93).

Highlights of City Activities to Increase Aboriginal Inclusion

The following are examples of City initiatives applicable to TRC calls to action:

- a) The City partnered with Saskatoon Tribal Council (STC), Gabriel Dumont Institute (GDI), the United Way, and other organizations in various initiatives to promote dialogue on reconciliation and Aboriginal inclusion including the 2014 Kitaskinaw Project (Kitaskinaw) and the Urban Aboriginal Community Gathering (Gathering).
- b) Aboriginal Cultural Awareness Training is offered to all City employees and is mandatory for Saskatoon Police Service (SPS) employees.
- c) Corporate and community initiatives were developed in 2015 by our Race Relations and Cultural Diversity Committee and Coordinator to reduce racism.

- d) The City's Senior Management participated in a Duty to Consult information session. Employees are incorporating more consultations and engagement with Aboriginal people in planning and program development.
- e) The City provided a "Profile Saskatoon Grant" of \$150,000 and in-kind organizing support for the 2016 World Indigenous Business Forum (WIBF) and International Indigenous Music and Cultural Festival to be held in Saskatoon.
- f) The Director of Aboriginal Relations co-chairs the Saskatoon Regional Intersectoral Committee (SRIC)'s Saskatoon Aboriginal Employment and Economic Partnership (SAEP) Committee with Aboriginal organizations, other governments, Saskatoon Regional Economic Development Authority (SREDA), training institutions, and other service providers to increase Aboriginal employment.
- g) The City partners with STC, GDI and other organizations on the delivery of the Urban Aboriginal Leadership Program to build capacity leading to employment.

Additional Actions to Address Recommendations:

Further actions the City will take to address recommendations include the following:

- a) Review corporate training to ensure that it fully addresses TRC recommendations. Encourage City employees to participate in recommended training and to be ambassadors in improving relations with Saskatoon's Aboriginal citizens.
- b) Identify and implement opportunities for social enterprises through contracts with the City to increase Aboriginal employment and reduce repeat criminal activity. Social enterprises are businesses with a focus on community development rather than profit maximization.
- c) Review City policies and programs with an Aboriginal lens to identify potential systemic or institutional discrimination and ensure they are inclusive to Aboriginal people.
- d) Work with OTC, STC and other community partners on a response to community reconciliation and the TRC Calls to Action, including developing and implementing a communication strategy.
- e) Implement Phase Two of Saskatoon Aboriginal Employment and Economic Partnership (SAEP) to connect Aboriginal people with employment and economic opportunities and continue to build capacity of employers in Saskatoon to develop more representative workforces.
- f) Hold events to educate Aboriginal development corporations and businesses on City processes for land development and on procurement opportunities.

The City is also collaborating with the Conference Board of Canada which is organizing an event on December 3, 2015 with the OTC and other Saskatchewan leaders to discuss best practices and opportunities for further advances in reconciliation.

Action Plan for Reconciliation

The Administration will work closely with OTC and other partners to develop a holistic action plan for reconciliation and increased Aboriginal inclusion. The action plan will include a set of measures to evaluate progress and to report to NCR, Aboriginal citizens and the community-at-large. The process to achieve full reconciliation will involve ongoing efforts to embed best practices for Aboriginal inclusion in how we provide services.

Options to the Recommendation

City Council may choose to continue with current initiatives within existing budgets.

Public and/or Stakeholder Involvement

The OTC has provided information on its plan to involve the public and stakeholders to follow-up on the TRC Report.

Communication Plan

A more detailed communication strategy will be developed around "The Year of Reconciliation." The communication plan will convey the following:

- Reconciliation and Aboriginal inclusion is important to our City.
- The City has ongoing initiatives to increase Aboriginal inclusion.
- The City will renew its focus on reconciliation including collaborating with the OTC and other community leaders in developing an Action Plan for Reconciliation.

Financial Implications

Most City initiatives to respond to the TRC Calls to Action are within existing budgets or reallocation based on priorities. For instance, some of divisions' staff development budgets could be allocated to TRC recommended cultural awareness training. Additional funding estimated at \$65,000 would leverage other partners' funding for a communications strategy, a review of City policies and procedures with an Aboriginal lens, and forums to inform Aboriginal businesses about City development processes and procurement opportunities. See City of Saskatoon's Response to the TRC Calls to Action (Attachment 2) for details.

As the City continues to consult with Aboriginal citizens and work with community and corporate partners to address the TRC recommendations, there may be further actions that will require additional funding that will be brought forward for approval. The Administration will continue to explore alternative funding opportunities for any of the initiatives being considered as part of this effort.

Other Considerations/Implications

There are no policy, environmental, privacy, or CPTED implications or considerations.

Due Date for Follow-up and/or Project Completion

A report will be brought to City Council on an Action Plan for Reconciliation in collaboration with OTC and other partners in Spring 2016.

Public Notice

Public Notice pursuant to Section 3 of Policy No. C01-021, Public Notice Policy, is not required.

Attachments

1. Truth and Reconciliation Commission of Canada: Calls to Action
2. City of Saskatoon's Response to the TRC's Calls to Action and Estimated Costs
3. Declaration of Year of Reconciliation
4. Federation of Canadian Municipalities Big City Mayors Statement of Reconciliation

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**Truth and
Reconciliation**
Commission of Canada

Truth and Reconciliation Commission of Canada: Calls to Action



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2015

Truth and Reconciliation Commission of Canada, 2012

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Calls to Action

In order to redress the legacy of residential schools and advance the process of Canadian reconciliation, the Truth and Reconciliation Commission makes the following calls to action.

Legacy

CHILD WELFARE

1. We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by:
 - i. Monitoring and assessing neglect investigations.
 - ii. Providing adequate resources to enable Aboriginal communities and child-welfare organizations to keep Aboriginal families together where it is safe to do so, and to keep children in culturally appropriate environments, regardless of where they reside.
 - iii. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools.
 - iv. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.
 - v. Requiring that all child-welfare decision makers consider the impact of the residential school experience on children and their caregivers.
2. We call upon the federal government, in collaboration with the provinces and territories, to prepare and
 - publish annual reports on the number of Aboriginal children (First Nations, Inuit, and Métis) who are in care, compared with non-Aboriginal children, as well as the reasons for apprehension, the total spending on preventive and care services by child-welfare agencies, and the effectiveness of various interventions.
3. We call upon all levels of government to fully implement Jordan's Principle.
4. We call upon the federal government to enact Aboriginal child-welfare legislation that establishes national standards for Aboriginal child apprehension and custody cases and includes principles that:
 - i. Affirm the right of Aboriginal governments to establish and maintain their own child-welfare agencies.
 - ii. Require all child-welfare agencies and courts to take the residential school legacy into account in their decision making.
 - iii. Establish, as an important priority, a requirement that placements of Aboriginal children into temporary and permanent care be culturally appropriate.
5. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate parenting programs for Aboriginal families.

EDUCATION

6. We call upon the Government of Canada to repeal Section 43 of the *Criminal Code of Canada*.
7. We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate

educational and employment gaps between Aboriginal and non-Aboriginal Canadians.

8. We call upon the federal government to eliminate the discrepancy in federal education funding for First Nations children being educated on reserves and those First Nations children being educated off reserves.
9. We call upon the federal government to prepare and publish annual reports comparing funding for the education of First Nations children on and off reserves, as well as educational and income attainments of Aboriginal peoples in Canada compared with non-Aboriginal people.
10. We call on the federal government to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles:
 - i. Providing sufficient funding to close identified educational achievement gaps within one generation.
 - ii. Improving education attainment levels and success rates.
 - iii. Developing culturally appropriate curricula.
 - iv. Protecting the right to Aboriginal languages, including the teaching of Aboriginal languages as credit courses.
 - v. Enabling parental and community responsibility, control, and accountability, similar to what parents enjoy in public school systems.
 - vi. Enabling parents to fully participate in the education of their children.
 - vii. Respecting and honouring Treaty relationships.
11. We call upon the federal government to provide adequate funding to end the backlog of First Nations students seeking a post-secondary education.
12. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.

LANGUAGE AND CULTURE

13. We call upon the federal government to acknowledge that Aboriginal rights include Aboriginal language rights.

14. We call upon the federal government to enact an Aboriginal Languages Act that incorporates the following principles:
 - i. Aboriginal languages are a fundamental and valued element of Canadian culture and society, and there is an urgency to preserve them.
 - ii. Aboriginal language rights are reinforced by the Treaties.
 - iii. The federal government has a responsibility to provide sufficient funds for Aboriginal-language revitalization and preservation.
 - iv. The preservation, revitalization, and strengthening of Aboriginal languages and cultures are best managed by Aboriginal people and communities.
 - v. Funding for Aboriginal language initiatives must reflect the diversity of Aboriginal languages.
15. We call upon the federal government to appoint, in consultation with Aboriginal groups, an Aboriginal Languages Commissioner. The commissioner should help promote Aboriginal languages and report on the adequacy of federal funding of Aboriginal-languages initiatives.
16. We call upon post-secondary institutions to create university and college degree and diploma programs in Aboriginal languages.
17. We call upon all levels of government to enable residential school Survivors and their families to reclaim names changed by the residential school system by waiving administrative costs for a period of five years for the name-change process and the revision of official identity documents, such as birth certificates, passports, driver's licenses, health cards, status cards, and social insurance numbers.

HEALTH

18. We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.
19. We call upon the federal government, in consultation with Aboriginal peoples, to establish measurable goals to identify and close the gaps in health outcomes

between Aboriginal and non-Aboriginal communities, and to publish annual progress reports and assess long-term trends. Such efforts would focus on indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.

20. In order to address the jurisdictional disputes concerning Aboriginal people who do not reside on reserves, we call upon the federal government to recognize, respect, and address the distinct health needs of the Métis, Inuit, and off-reserve Aboriginal peoples.
21. We call upon the federal government to provide sustainable funding for existing and new Aboriginal healing centres to address the physical, mental, emotional, and spiritual harms caused by residential schools, and to ensure that the funding of healing centres in Nunavut and the Northwest Territories is a priority.
22. We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.
23. We call upon all levels of government to:
 - i. Increase the number of Aboriginal professionals working in the health-care field.
 - ii. Ensure the retention of Aboriginal health-care providers in Aboriginal communities.
 - iii. Provide cultural competency training for all health-care professionals.
24. We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

JUSTICE

25. We call upon the federal government to establish a written policy that reaffirms the independence of the

Royal Canadian Mounted Police to investigate crimes in which the government has its own interest as a potential or real party in civil litigation.

26. We call upon the federal, provincial, and territorial governments to review and amend their respective statutes of limitations to ensure that they conform to the principle that governments and other entities cannot rely on limitation defences to defend legal actions of historical abuse brought by Aboriginal people.
27. We call upon the Federation of Law Societies of Canada to ensure that lawyers receive appropriate cultural competency training, which includes the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.
28. We call upon law schools in Canada to require all law students to take a course in Aboriginal people and the law, which includes the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.
29. We call upon the parties and, in particular, the federal government, to work collaboratively with plaintiffs not included in the Indian Residential Schools Settlement Agreement to have disputed legal issues determined expeditiously on an agreed set of facts.
30. We call upon federal, provincial, and territorial governments to commit to eliminating the overrepresentation of Aboriginal people in custody over the next decade, and to issue detailed annual reports that monitor and evaluate progress in doing so.
31. We call upon the federal, provincial, and territorial governments to provide sufficient and stable funding to implement and evaluate community sanctions that will provide realistic alternatives to imprisonment for Aboriginal offenders and respond to the underlying causes of offending.
32. We call upon the federal government to amend the Criminal Code to allow trial judges, upon giving reasons, to depart from mandatory minimum sentences and restrictions on the use of conditional sentences.

33. We call upon the federal, provincial, and territorial governments to recognize as a high priority the need to address and prevent Fetal Alcohol Spectrum Disorder (FASD), and to develop, in collaboration with Aboriginal people, FASD preventive programs that can be delivered in a culturally appropriate manner.
34. We call upon the governments of Canada, the provinces, and territories to undertake reforms to the criminal justice system to better address the needs of offenders with Fetal Alcohol Spectrum Disorder (FASD), including:
 - i. Providing increased community resources and powers for courts to ensure that FASD is properly diagnosed, and that appropriate community supports are in place for those with FASD.
 - ii. Enacting statutory exemptions from mandatory minimum sentences of imprisonment for offenders affected by FASD.
 - iii. Providing community, correctional, and parole resources to maximize the ability of people with FASD to live in the community.
 - iv. Adopting appropriate evaluation mechanisms to measure the effectiveness of such programs and ensure community safety.
35. We call upon the federal government to eliminate barriers to the creation of additional Aboriginal healing lodges within the federal correctional system.
36. We call upon the federal, provincial, and territorial governments to work with Aboriginal communities to provide culturally relevant services to inmates on issues such as substance abuse, family and domestic violence, and overcoming the experience of having been sexually abused.
37. We call upon the federal government to provide more supports for Aboriginal programming in halfway houses and parole services.
38. We call upon the federal, provincial, territorial, and Aboriginal governments to commit to eliminating the overrepresentation of Aboriginal youth in custody over the next decade.
39. We call upon the federal government to develop a national plan to collect and publish data on the criminal victimization of Aboriginal people, including data related to homicide and family violence victimization.
40. We call on all levels of government, in collaboration with Aboriginal people, to create adequately funded and accessible Aboriginal-specific victim programs and services with appropriate evaluation mechanisms.
41. We call upon the federal government, in consultation with Aboriginal organizations, to appoint a public inquiry into the causes of, and remedies for, the disproportionate victimization of Aboriginal women and girls. The inquiry's mandate would include:
 - i. Investigation into missing and murdered Aboriginal women and girls.
 - ii. Links to the intergenerational legacy of residential schools.
42. We call upon the federal, provincial, and territorial governments to commit to the recognition and implementation of Aboriginal justice systems in a manner consistent with the Treaty and Aboriginal rights of Aboriginal peoples, the *Constitution Act, 1982*, and the *United Nations Declaration on the Rights of Indigenous Peoples*, endorsed by Canada in November 2012.

Reconciliation

CANADIAN GOVERNMENTS AND THE UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLE

43. We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the *United Nations Declaration on the Rights of Indigenous Peoples* as the framework for reconciliation.
44. We call upon the Government of Canada to develop a national action plan, strategies, and other concrete measures to achieve the goals of the *United Nations Declaration on the Rights of Indigenous Peoples*.

ROYAL PROCLAMATION AND COVENANT OF RECONCILIATION

45. We call upon the Government of Canada, on behalf of all Canadians, to jointly develop with Aboriginal peoples a Royal Proclamation of Reconciliation to be issued by the Crown. The proclamation would build on the Royal Proclamation of 1763 and the Treaty of Niagara of 1764, and reaffirm the nation-to-nation relationship between Aboriginal peoples and the Crown. The proclamation would include, but not be limited to, the following commitments:

- i. Repudiate concepts used to justify European sovereignty over Indigenous lands and peoples such as the Doctrine of Discovery and *terra nullius*.
 - ii. Adopt and implement the *United Nations Declaration on the Rights of Indigenous Peoples* as the framework for reconciliation.
 - iii. Renew or establish Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships into the future.
 - iv. Reconcile Aboriginal and Crown constitutional and legal orders to ensure that Aboriginal peoples are full partners in Confederation, including the recognition and integration of Indigenous laws and legal traditions in negotiation and implementation processes involving Treaties, land claims, and other constructive agreements.
46. We call upon the parties to the Indian Residential Schools Settlement Agreement to develop and sign a Covenant of Reconciliation that would identify principles for working collaboratively to advance reconciliation in Canadian society, and that would include, but not be limited to:
- i. Reaffirmation of the parties' commitment to reconciliation.
 - ii. Repudiation of concepts used to justify European sovereignty over Indigenous lands and peoples, such as the Doctrine of Discovery and *terra nullius*, and the reformation of laws, governance structures, and policies within their respective institutions that continue to rely on such concepts.
 - iii. Full adoption and implementation of the *United Nations Declaration on the Rights of Indigenous Peoples* as the framework for reconciliation.
 - iv. Support for the renewal or establishment of Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships into the future.
 - v. Enabling those excluded from the Settlement Agreement to sign onto the Covenant of Reconciliation.
 - vi. Enabling additional parties to sign onto the Covenant of Reconciliation.

47. We call upon federal, provincial, territorial, and municipal governments to repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and *terra nullius*, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.

SETTLEMENT AGREEMENT PARTIES AND THE UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES

48. We call upon the church parties to the Settlement Agreement, and all other faith groups and interfaith social justice groups in Canada who have not already done so, to formally adopt and comply with the principles, norms, and standards of the *United Nations Declaration on the Rights of Indigenous Peoples* as a framework for reconciliation. This would include, but not be limited to, the following commitments:
- i. Ensuring that their institutions, policies, programs, and practices comply with the *United Nations Declaration on the Rights of Indigenous Peoples*.
 - ii. Respecting Indigenous peoples' right to self-determination in spiritual matters, including the right to practise, develop, and teach their own spiritual and religious traditions, customs, and ceremonies, consistent with Article 12:1 of the *United Nations Declaration on the Rights of Indigenous Peoples*.
 - iii. Engaging in ongoing public dialogue and actions to support the *United Nations Declaration on the Rights of Indigenous Peoples*.
 - iv. Issuing a statement no later than March 31, 2016, from all religious denominations and faith groups, as to how they will implement the *United Nations Declaration on the Rights of Indigenous Peoples*.
49. We call upon all religious denominations and faith groups who have not already done so to repudiate concepts used to justify European sovereignty over Indigenous lands and peoples, such as the Doctrine of Discovery and *terra nullius*.

EQUITY FOR ABORIGINAL PEOPLE IN THE LEGAL SYSTEM

50. In keeping with the *United Nations Declaration on the Rights of Indigenous Peoples*, we call upon the federal government, in collaboration with Aboriginal organizations, to fund the establishment of Indigenous law institutes for the development, use, and

understanding of Indigenous laws and access to justice in accordance with the unique cultures of Aboriginal peoples in Canada.

51. We call upon the Government of Canada, as an obligation of its fiduciary responsibility, to develop a policy of transparency by publishing legal opinions it develops and upon which it acts or intends to act, in regard to the scope and extent of Aboriginal and Treaty rights.
52. We call upon the Government of Canada, provincial and territorial governments, and the courts to adopt the following legal principles:
 - i. Aboriginal title claims are accepted once the Aboriginal claimant has established occupation over a particular territory at a particular point in time.
 - ii. Once Aboriginal title has been established, the burden of proving any limitation on any rights arising from the existence of that title shifts to the party asserting such a limitation.

NATIONAL COUNCIL FOR RECONCILIATION

53. We call upon the Parliament of Canada, in consultation and collaboration with Aboriginal peoples, to enact legislation to establish a National Council for Reconciliation. The legislation would establish the council as an independent, national, oversight body with membership jointly appointed by the Government of Canada and national Aboriginal organizations, and consisting of Aboriginal and non-Aboriginal members. Its mandate would include, but not be limited to, the following:
 - i. Monitor, evaluate, and report annually to Parliament and the people of Canada on the Government of Canada's post-apology progress on reconciliation to ensure that government accountability for reconciling the relationship between Aboriginal peoples and the Crown is maintained in the coming years.
 - ii. Monitor, evaluate, and report to Parliament and the people of Canada on reconciliation progress across all levels and sectors of Canadian society, including the implementation of the Truth and Reconciliation Commission of Canada's Calls to Action.
 - iii. Develop and implement a multi-year National Action Plan for Reconciliation, which includes research and policy development, public education programs, and resources.

- iv. Promote public dialogue, public/private partnerships, and public initiatives for reconciliation.

54. We call upon the Government of Canada to provide multi-year funding for the National Council for Reconciliation to ensure that it has the financial, human, and technical resources required to conduct its work, including the endowment of a National Reconciliation Trust to advance the cause of reconciliation.
55. We call upon all levels of government to provide annual reports or any current data requested by the National Council for Reconciliation so that it can report on the progress towards reconciliation. The reports or data would include, but not be limited to:
 - i. The number of Aboriginal children—including Métis and Inuit children—in care, compared with non-Aboriginal children, the reasons for apprehension, and the total spending on preventive and care services by child-welfare agencies.
 - ii. Comparative funding for the education of First Nations children on and off reserves.
 - iii. The educational and income attainments of Aboriginal peoples in Canada compared with non-Aboriginal people.
 - iv. Progress on closing the gaps between Aboriginal and non-Aboriginal communities in a number of health indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.
 - v. Progress on eliminating the overrepresentation of Aboriginal children in youth custody over the next decade.
 - vi. Progress on reducing the rate of criminal victimization of Aboriginal people, including data related to homicide and family violence victimization and other crimes.
 - vii. Progress on reducing the overrepresentation of Aboriginal people in the justice and correctional systems.
56. We call upon the prime minister of Canada to formally respond to the report of the National Council for Reconciliation by issuing an annual "State of Aboriginal Peoples" report, which would outline the government's plans for advancing the cause of reconciliation.

PROFESSIONAL DEVELOPMENT AND TRAINING FOR PUBLIC SERVANTS

57. We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

CHURCH APOLOGIES AND RECONCILIATION

58. We call upon the Pope to issue an apology to Survivors, their families, and communities for the Roman Catholic Church's role in the spiritual, cultural, emotional, physical, and sexual abuse of First Nations, Inuit, and Métis children in Catholic-run residential schools. We call for that apology to be similar to the 2010 apology issued to Irish victims of abuse and to occur within one year of the issuing of this Report and to be delivered by the Pope in Canada.
59. We call upon church parties to the Settlement Agreement to develop ongoing education strategies to ensure that their respective congregations learn about their church's role in colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities were necessary.
60. We call upon leaders of the church parties to the Settlement Agreement and all other faiths, in collaboration with Indigenous spiritual leaders, Survivors, schools of theology, seminaries, and other religious training centres, to develop and teach curriculum for all student clergy, and all clergy and staff who work in Aboriginal communities, on the need to respect Indigenous spirituality in its own right, the history and legacy of residential schools and the roles of the church parties in that system, the history and legacy of religious conflict in Aboriginal families and communities, and the responsibility that churches have to mitigate such conflicts and prevent spiritual violence.
61. We call upon church parties to the Settlement Agreement, in collaboration with Survivors and representatives of Aboriginal organizations, to establish permanent funding to Aboriginal people for:
- i. Community-controlled healing and reconciliation projects.

- ii. Community-controlled culture- and language-revitalization projects.
- iii. Community-controlled education and relationship-building projects.
- iv. Regional dialogues for Indigenous spiritual leaders and youth to discuss Indigenous spirituality, self-determination, and reconciliation.

EDUCATION FOR RECONCILIATION

62. We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to:
- i. Make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade Twelve students.
 - ii. Provide the necessary funding to post-secondary institutions to educate teachers on how to integrate Indigenous knowledge and teaching methods into classrooms.
 - iii. Provide the necessary funding to Aboriginal schools to utilize Indigenous knowledge and teaching methods in classrooms.
 - iv. Establish senior-level positions in government at the assistant deputy minister level or higher dedicated to Aboriginal content in education.
63. We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal education issues, including:
- i. Developing and implementing Kindergarten to Grade Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the history and legacy of residential schools.
 - ii. Sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history.
 - iii. Building student capacity for intercultural understanding, empathy, and mutual respect.
 - iv. Identifying teacher-training needs relating to the above.
64. We call upon all levels of government that provide public funds to denominational schools to require such schools to provide an education on comparative religious studies, which must include a segment on

Aboriginal spiritual beliefs and practices developed in collaboration with Aboriginal Elders.

65. We call upon the federal government, through the Social Sciences and Humanities Research Council, and in collaboration with Aboriginal peoples, post-secondary institutions and educators, and the National Centre for Truth and Reconciliation and its partner institutions, to establish a national research program with multi-year funding to advance understanding of reconciliation.

YOUTH PROGRAMS

66. We call upon the federal government to establish multi-year funding for community-based youth organizations to deliver programs on reconciliation, and establish a national network to share information and best practices.

MUSEUMS AND ARCHIVES

67. We call upon the federal government to provide funding to the Canadian Museums Association to undertake, in collaboration with Aboriginal peoples, a national review of museum policies and best practices to determine the level of compliance with the *United Nations Declaration on the Rights of Indigenous Peoples* and to make recommendations.
68. We call upon the federal government, in collaboration with Aboriginal peoples, and the Canadian Museums Association to mark the 150th anniversary of Canadian Confederation in 2017 by establishing a dedicated national funding program for commemoration projects on the theme of reconciliation.
69. We call upon Library and Archives Canada to:
- i. Fully adopt and implement the *United Nations Declaration on the Rights of Indigenous Peoples* and the *United Nations Joint-Orientlicher Principles*, as related to Aboriginal peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools.
 - ii. Ensure that its record holdings related to residential schools are accessible to the public.
 - iii. Commit more resources to its public education materials and programming on residential schools.
70. We call upon the federal government to provide funding to the Canadian Association of Archivists to undertake, in collaboration with Aboriginal peoples, a national review of archival policies and best practices to:

- i. Determine the level of compliance with the *United Nations Declaration on the Rights of Indigenous Peoples* and the *United Nations Joint-Orientlicher Principles*, as related to Aboriginal peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools.
- ii. Produce a report with recommendations for full implementation of these international mechanisms as a reconciliation framework for Canadian archives.

MISSING CHILDREN AND BURIAL INFORMATION

71. We call upon all chief coroners and provincial vital statistics agencies that have not provided to the Truth and Reconciliation Commission of Canada their records on the deaths of Aboriginal children in the care of residential school authorities to make these documents available to the National Centre for Truth and Reconciliation.
72. We call upon the federal government to allocate sufficient resources to the National Centre for Truth and Reconciliation to allow it to develop and maintain the National Residential School Student Death Register established by the Truth and Reconciliation Commission of Canada.
73. We call upon the federal government to work with churches, Aboriginal communities, and former residential school students to establish and maintain an online registry of residential school cemeteries, including, where possible, plot maps showing the location of deceased residential school children.
74. We call upon the federal government to work with the churches and Aboriginal community leaders to inform the families of children who died at residential schools of the child's burial location, and to respond to families' wishes for appropriate commemoration ceremonies and markers, and reburial in home communities where requested.
75. We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, commemoration, and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of

appropriate memorial ceremonies and commemorative markers to honour the deceased children.

76. We call upon the parties engaged in the work of documenting, maintaining, commemorating, and protecting residential school cemeteries to adopt strategies in accordance with the following principles:
- i. The Aboriginal community most affected shall lead the development of such strategies.
 - ii. Information shall be sought from residential school Survivors and other Knowledge Keepers in the development of such strategies.
 - iii. Aboriginal protocols shall be respected before any potentially invasive technical inspection and investigation of a cemetery site.

NATIONAL CENTRE FOR TRUTH AND RECONCILIATION

77. We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.
78. We call upon the Government of Canada to commit to making a funding contribution of \$10 million over seven years to the National Centre for Truth and Reconciliation, plus an additional amount to assist communities to research and produce histories of their own residential school experience and their involvement in truth, healing, and reconciliation.

COMMEMORATION

79. We call upon the federal government, in collaboration with Survivors, Aboriginal organizations, and the arts community, to develop a reconciliation framework for Canadian heritage and commemoration. This would include, but not be limited to:
- i. Amending the Historic Sites and Monuments Act to include First Nations, Inuit, and Métis representation on the Historic Sites and Monuments Board of Canada and its Secretariat.
 - ii. Revising the policies, criteria, and practices of the National Program of Historical Commemoration to integrate Indigenous history, heritage values, and memory practices into Canada's national heritage and history.

- iii. Developing and implementing a national heritage plan and strategy for commemorating residential school sites, the history and legacy of residential schools, and the contributions of Aboriginal peoples to Canada's history.

80. We call upon the federal government, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.
81. We call upon the federal government, in collaboration with Survivors and their organizations, and other parties to the Settlement Agreement, to commission and install a publicly accessible, highly visible, Residential Schools National Monument in the city of Ottawa to honour Survivors and all the children who were lost to their families and communities.
82. We call upon provincial and territorial governments, in collaboration with Survivors and their organizations, and other parties to the Settlement Agreement, to commission and install a publicly accessible, highly visible, Residential Schools Monument in each capital city to honour Survivors and all the children who were lost to their families and communities.
83. We call upon the Canada Council for the Arts to establish, as a funding priority, a strategy for Indigenous and non-Indigenous artists to undertake collaborative projects and produce works that contribute to the reconciliation process.

MEDIA AND RECONCILIATION

84. We call upon the federal government to restore and increase funding to the CBC/Radio-Canada, to enable Canada's national public broadcaster to support reconciliation, and be properly reflective of the diverse cultures, languages, and perspectives of Aboriginal peoples, including, but not limited to:
- i. Increasing Aboriginal programming, including Aboriginal-language speakers.
 - ii. Increasing equitable access for Aboriginal peoples to jobs, leadership positions, and professional development opportunities within the organization.
 - iii. Continuing to provide dedicated news coverage and online public information resources on issues of concern to Aboriginal peoples and all Canadians,

including the history and legacy of residential schools and the reconciliation process.

85. We call upon the Aboriginal Peoples Television Network, as an independent non-profit broadcaster with programming by, for, and about Aboriginal peoples, to support reconciliation, including but not limited to:
- i. Continuing to provide leadership in programming and organizational culture that reflects the diverse cultures, languages, and perspectives of Aboriginal peoples.
 - ii. Continuing to develop media initiatives that inform and educate the Canadian public, and connect Aboriginal and non-Aboriginal Canadians.
86. We call upon Canadian journalism programs and media schools to require education for all students on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations.

SPORTS AND RECONCILIATION

87. We call upon all levels of government, in collaboration with Aboriginal peoples, sports halls of fame, and other relevant organizations, to provide public education that tells the national story of Aboriginal athletes in history.
88. We call upon all levels of government to take action to ensure long-term Aboriginal athlete development and growth, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.
89. We call upon the federal government to amend the Physical Activity and Sport Act to support reconciliation by ensuring that policies to promote physical activity as a fundamental element of health and well-being, reduce barriers to sports participation, increase the pursuit of excellence in sport, and build capacity in the Canadian sport system, are inclusive of Aboriginal peoples.
90. We call upon the federal government to ensure that national sports policies, programs, and initiatives are inclusive of Aboriginal peoples, including, but not limited to, establishing:
- i. In collaboration with provincial and territorial governments, stable funding for, and access to, community sports programs that reflect the diverse

cultures and traditional sporting activities of Aboriginal peoples.

- ii. An elite athlete development program for Aboriginal athletes.
 - iii. Programs for coaches, trainers, and sports officials that are culturally relevant for Aboriginal peoples.
 - iv. Anti-racism awareness and training programs.
91. We call upon the officials and host countries of international sporting events such as the Olympics, Pan Am, and Commonwealth games to ensure that Indigenous peoples' territorial protocols are respected, and local Indigenous communities are engaged in all aspects of planning and participating in such events.

BUSINESS AND RECONCILIATION

92. We call upon the corporate sector in Canada to adopt the *United Nations Declaration on the Rights of Indigenous Peoples* as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:
- i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
 - ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
 - iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

NEWCOMERS TO CANADA

93. We call upon the federal government, in collaboration with the national Aboriginal organizations, to revise the information kit for newcomers to Canada and its citizenship test to reflect a more inclusive history of the diverse Aboriginal peoples of Canada, including

information about the Treaties and the history of residential schools.

94. We call upon the Government of Canada to replace the Oath of Citizenship with the following:

I swear (or affirm) that I will be faithful and bear true allegiance to Her Majesty Queen Elizabeth II, Queen of Canada, Her Heirs and Successors, and that I will faithfully observe the laws of Canada including Treaties with Indigenous Peoples, and fulfill my duties as a Canadian citizen.

Truth and Reconciliation Commission of Canada

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City of Saskatoon's Response to the Truth and Reconciliation Commission's Calls to Action and Estimated Costs

**Summary of Applicable Recommendations Directed to Municipal Governments or All Levels of Government
(See Attachment 1, "The Truth and Reconciliation Commission of Canada: Calls to Action" for Full Recommendations)**

Action #3: Fully implement Jordan's Principle.

Related City Initiatives	Options for Future Initiatives	Estimated Cost
<p>Jordan's Principle is a "child first" principle to resolve jurisdictional disputes between governments regarding payment for government services provided to First Nations children. Jordan's principle is mainly applicable to federal and provincial government services for children.</p> <p>The City does not consider First Nation status as a factor in providing services to its residents. Some recreational and cultural programs are targeted to all Aboriginal people. Some City services, such as discounted leisure access and transit passes, are offered to all low-income people.</p>	<ul style="list-style-type: none"> The City will continue to implement a "child first" principle in providing City programs and services, without consideration of First Nation status. 	<p>Within existing budget.</p>
<p>When Saskatoon recently hosted northern Saskatchewan residents who were displaced from their homes by the 2015 wild fires, the City provided Aboriginal children and their families with culture, recreation and sports activities and linkages to Saskatoon's Aboriginal community and corporate sector.</p>		

Action #23: Increase the number and retention of Aboriginal health-care professionals and provide cultural competency training for all health-care professionals.

<p>The City does not have direct responsibility for health-care services in the Saskatoon region. However, we collaborate with the Saskatoon Health Region (SHR) on common Aboriginal inclusion initiatives.</p>	<ul style="list-style-type: none"> Continue collaborations with the Saskatoon Health Region. 	<p>Within existing budget.</p>
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Action #17: Enable residential school survivors and their families to reclaim names changed by the residential school system by waiving administrative costs for a period of five years for the name-change process and the revision of official identity documents.

The City does not issue official identity documents. If citizens would like to change the legal name displayed on the Assessment Notice and Property Tax Notice, they submit an application and an affidavit to Information Services Corporation (ISC). No fee is charged.	<ul style="list-style-type: none"> • No changes. 	Within existing budget.
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Action #40: Create Aboriginal-specific victim services

Related City Initiatives	Options for Future Initiatives	Estimated Cost
The SPS currently has Aboriginal program components for victim services.	<ul style="list-style-type: none"> • Continue Aboriginal components of victim services. 	Within existing budget.

Action #43: Adopt the United Nations Declaration on the Rights of Indigenous Peoples supporting Aboriginal rights to culture, employment, health, education and other issues, and facilitate their full participation in all matters that concern them.

Related City Initiatives	Options for Future Initiatives	Estimated Cost
The General Manager of Community Services co-chairs the Saskatoon Regional Inter-sectoral Committee (SRIC) which addresses barriers to services.	<ul style="list-style-type: none"> • Implement actions identified in response to recommendations from the Kitaskinaw Report and Urban Aboriginal Community Gathering. 	Within existing budget.
The Kitaskinaw Project was conducted to discover the “lay of the land” for programs and services for Saskatoon’s First Nations, Métis, and Inuit people. Kitaskinaw was a collaborative effort led by the City, Saskatoon Tribal Council (STC), the United Way of Saskatoon and Area, and Gabriel Dumont Institute (GDI). The project, the first of its kind in Saskatoon, took a holistic approach to better understand Saskatoon’s Aboriginal community in relation to programs and services.	<ul style="list-style-type: none"> • Partner with the United Way, Saskatchewan Association of Indian and Metis Friendship Centres, SHR, and other community-based organizations to host <i>Wicihitowin – “Working Together”</i> provincial conference on November 17 and 18, 2015, focusing on Aboriginal engagement and service delivery. A concurrent Aboriginal Elders/Old People workshop will focus on appropriate and respectful incorporation of Aboriginal values within program and service delivery. 	Within existing budget.

<p>The Urban Aboriginal Community Gathering was organized by the City in partnership with STC and the Central Urban Métis Federation Inc. (CUMFI) in June, 2014. The Gathering had 132 people in attendance with a good cross-section of Saskatoon's Aboriginal community. The Gathering had two primary outcomes:</p> <ul style="list-style-type: none"> - Helped better inform Aboriginal people living in Saskatoon about City programs, services and partnerships; and - Obtained input from Aboriginal residents about City programs and services to inform future policy, program and service delivery. 	<ul style="list-style-type: none"> • Engage with Aboriginal citizens through an urban Aboriginal gathering with our partners in 2016 to report on progress towards the Kitaskinaw and Gathering recommendations and obtain feedback on future direction. • Assess opportunities to deliver programs and services targeted to Aboriginal people in partnership with First Nation and Metis organizations. • Actively seek Aboriginal representation on City Boards and Committees. • Collaborate with other community organizations to provide workshops and training for Aboriginal organizations' staff and boards to develop capacity and encourage partnerships. 	
<p>City Senior Management participated in an information session on Duty to Consult presented by a University of Saskatchewan expert on Duty to Consult</p>		
<p>The City is consulting Aboriginal people in planning and program development (e.g. Regional Planning for Growth) to ensure Aboriginal voices are heard when making decisions that impact them.</p>		
<p>The City provides capacity building supports to Aboriginal community-based organizations including the work of the Saskatoon Collaborative Funders Partnership on outcomes and evaluation. The City works with the United Way on community-based leadership development for Aboriginal and other under-represented groups.</p>		

Action #47: Reform laws and policies based on European sovereignty over Indigenous peoples and lands.

Related City Initiatives	Options for Future Initiatives	Estimated Cost
.	<ul style="list-style-type: none"> • Review policies, programs, and services with an Aboriginal diversity and inclusion lens to identify any areas of systemic or institutional discrimination. 	\$30,000 to hire a Johnson Shoyama Public Policy intern.

Action #55: Provide annual reports or any current data requested by the National Council for Reconciliation (NCR) so that it can report on the progress towards reconciliation.		
	<ul style="list-style-type: none"> In collaboration with OTC and community partners, report data requested by the NCR and report on progress towards the Action Plan. 	Within existing budget.
Action #57: Educate public servants on the history of Aboriginal peoples, inter-cultural competency, conflict resolution, human rights, and anti-racism.		
Related City Initiatives	Options for Future Initiatives	Estimated Cost
<p>Corporate cultural awareness workshops are held every year. In 2014, approximately 2.5% (80) of City employees attended Aboriginal cultural awareness and general cultural competency workshops. Corporate training workshops include the following:</p> <ul style="list-style-type: none"> - Conversations for Aboriginal Inclusion (2/year available for all employees) - Fundamentals of Cultural Competency Workshop (1/year available for all employees) - Intercultural Problem Solving Strategies (1/year available for managers) <p>Corporate training is also offered on Resolving Conflicts Constructively (2/year available for managers)</p>	<ul style="list-style-type: none"> Promote existing cultural education and awareness programs and actively encourage staff to attend. Hold "TRC Calls to Action" educational workshops for Executive and Leadership teams in 2015 and 2016, specifically addressing the recommended topics: history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations, skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism. 	Training costs and wage and salary cost considerations including coverage for staff attending the sessions are expected to be covered within existing division budgets.
<p>Anti-racism initiatives have been identified as a new focus beginning in 2015, and the Race Relations and Cultural Diversity Committee and Coordinator developed new corporate and community initiatives to reduce racism:</p> <ul style="list-style-type: none"> - Anti-racism print resources were developed for staff and interested groups; and - "Understanding Racism" sessions were developed and are accessible to staff. 	<ul style="list-style-type: none"> Develop an anti-racism implementation and communication plan that includes internal anti-racism awareness sessions and public education. Expand the public anti-racism campaign: "I am the Bridge" and host an "anti-racism" community forum. 	Within existing budget

	<ul style="list-style-type: none"> • Incorporate presentations on Aboriginal culture at regularly scheduled employee meetings by Aboriginal and community organizations (e.g. OTC, Saskatchewan Human Rights Commission (SHRC), etc.) 	Within existing budget (Approx. 8 meetings with honorariums of approx. \$150/meeting)
	<ul style="list-style-type: none"> • Incorporate a section under professional development in the Individual Development Plan template to allow for self-directed diversity education including Aboriginal cultural awareness. 	Within existing budget
	<ul style="list-style-type: none"> • Start a voluntary corporate "diversity book club" with Aboriginal-based content books. 	Within existing budget
	<ul style="list-style-type: none"> • Work with City of Saskatoon Workplace Inclusion Champions and other internal groups and union executives to devise future plans based on how to respond to the calls to action in a collaborate way. 	Within existing budget
Action #75: Collaborate with the federal government and other partners to develop and implement strategies for the ongoing identification, documentation, maintenance, commemoration, and protection of sites at which residential school children were buried. This is to include the provision of appropriate memorial ceremonies and commemorative markers to honour the deceased children.		
Residential schools were not located in Saskatoon and residential school children are not believed to be buried within Saskatoon.	<ul style="list-style-type: none"> • No action required. 	Within existing budget
Action #77: Work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.		
	<ul style="list-style-type: none"> • Work with the City Archivist to identify any relevant material and forward these to the National Centre for Truth and Reconciliation. 	Within existing budget

Actions #87 and #88: Support the development and recognition of Aboriginal athletes.

Related City Initiatives	Options for Future Initiatives	Estimated Cost
The City's Aboriginal Lifeguard Program and Fitness Leader Certification Program help Aboriginal people gain lifeguard and fitness certifications leading to employment with the City and other organizations.	<ul style="list-style-type: none"> • Evaluate the Lifeguard and Fitness Leader Certification programs to ensure they are meeting their objectives. • Support Aboriginal organizations in hosting major sports events, such as the North American Indigenous Games, in Saskatoon through the "Profile Saskatoon" grant and in-kind support. 	Within existing budget

Summary of Recommendations not Directed but Applicable to Municipal Governments (See Attachment 1, "The Truth and Reconciliation Commission of Canada: Calls to Action" for the Full Recommendations)

Actions #30 & #38: Eliminate over-representation of Aboriginal people, particularly youth, in custody.

Related City Initiatives	Options for Future Initiatives	Estimated Cost
Saskatoon Police Services (SPS) has made reconciliation efforts with Aboriginal people a priority. All recommendations from the Neil Stonechild Inquiry were implemented.	<ul style="list-style-type: none"> • Reduce recidivism through social enterprise opportunities for Aboriginal people to gain work experience as an alternative to crime, in public works activities. 	Within existing budget
The Saskatoon Board of Police Commissioners includes Aboriginal representation to provide an Aboriginal lens in governance.		Within existing budget
The City participates in the Housing First Initiative with the United Way and other partners. Since its launch in April 2014, 28 of Saskatoon's most vulnerable citizens have been housed. A 2013 Simon Fraser University study found that housing the homeless in market rental apartments can reduce interaction with the justice system.	<ul style="list-style-type: none"> • Continue to work with community partners to reduce homelessness in Saskatoon. 	Within existing budget

<p>The City partners with STC, Potash Corp. and other community organizations in the Urban Aboriginal Leadership program which provides healthy alternatives for youth to participate in the community and economy. This includes the "Wanska" program which contributes to prevention and re-integration of youth that are involved with justice issues.</p>	<ul style="list-style-type: none"> • Increase outreach to Aboriginal youth to increase integration in the community through positive recreation opportunities. • Enhance and develop new partnerships and programs for the Urban Aboriginal Leadership Program including Wanska. 	<p>Within existing budgets and/or externally funded</p>
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Action #53: Collaborate to develop and implement an action plan, promote public dialogue for reconciliation, and monitor and report annually on reconciliation efforts

Related City Initiatives	Options for Future Initiatives	Estimated Cost
<p>The Mayor of Saskatoon participated with the Federation of Canadian Municipalities' decision to support the TRC Call to Action (See Attachment 4).</p>	<ul style="list-style-type: none"> • Participate with OTC and other partners to develop a multi-year action plan for reconciliation with a set of measurables to respond to the TRC recommendations and enhance the lives of Aboriginal people living in Saskatoon. 	<p>\$20,000 for partner contribution for development and implementation of a communications strategy on Aboriginal inclusion.</p>
<p>The City of Saskatoon has partnered with Saskatoon Tribal Council, Gabriel Dumont Institute, CUMFI, OTC, and faith-based groups in various initiatives to promote dialogue on reconciliation and Aboriginal inclusion (e.g. Urban Aboriginal Gathering, Kitsakinaw, Weechitewin Conference, etc.)</p>	<ul style="list-style-type: none"> • Develop a communication plan to inform Saskatoon residents about the proclamation of July 1, 2015 to June 30, 2016 as the Year of Reconciliation and promote events and other initiatives that contribute to reconciliation. • Enhance activities for youth to increase positive race relations and civic engagement among the young adult community. 	<p>Within existing budget</p>
	<ul style="list-style-type: none"> • Report on the City's annual progress in contributing to increasing the well-being and inclusion of Aboriginal people living in Saskatoon, including progress on the Kitsakinaw Report and Urban Aboriginal Community Gathering recommendations. 	<p>Within existing budget</p>
	<ul style="list-style-type: none"> • Enhance activities for youth to increase positive race relations and civic engagement among the young adult community. 	<p>Within existing budget</p>
	<ul style="list-style-type: none"> • Collaborate with the OTC, Conference Board of Canada, and Saskatchewan leaders in a December 3, 2015 event to discuss best practices and opportunities for further advances in reconciliation. 	<p>Within existing budget</p>

Action #69: Call upon Library and Archives Canada to make information available on Aboriginal peoples and residential schools.

Related City Initiatives	Options for Future Initiatives	Estimated Cost
The Saskatoon Public Library (SPL) has a significant collection of books and films and programming related to Aboriginal history, culture, and residential schools. SPL provided programming to the City's northern guests during the 2015 wildfires.	<ul style="list-style-type: none"> Continue to update the collection of books and films related to Aboriginal history, culture, and residential schools, and offer related programming. 	Within existing budget

Action # 79: Participate in a strategy to commemorate Aboriginal peoples' history and contributions to Canada.

Related City Initiatives	Options for Future Initiatives	Estimated Cost
Chief Darcy Bear Park was named in recognition of Chief Bear's accomplishments and our longstanding relationship with Whitecap Dakota First Nation.	<ul style="list-style-type: none"> Educate the Aboriginal community-at-large on City naming processes and continue to identify opportunities for Aboriginal names for City streets, parks, etc. 	Within existing budget
The City provided a Profile Saskatoon Grant and in-kind organizational support for the International Indigenous Music and Cultural Festival (IIMCF) to be held in Saskatoon in August 2016.	<ul style="list-style-type: none"> Continue to provide organizational support for the IIMCF. 	Within existing budget
Public art installations recognize Aboriginal culture and contributions including Chief Whitecap and John Lake statue, Gabriel Dumont statue, Land of Berries, and Spirit of Alliance, War of 1812 Monument (gifted from Whitecap Dakota First Nation in 2014). In 2015, the City and SPS partnered with the STC on developing the Missing and Murdered Aboriginal Women's commemoration artwork.	<ul style="list-style-type: none"> Continue to partner to ensure that public art in Saskatoon recognize Aboriginal peoples' history and contributions. 	Within existing budget
The City helped build capacity for Aboriginal artists by supporting the 2014 Aboriginal Artists Symposium.		
Aboriginal contributions to Saskatoon's development are acknowledged through the raising of the Treaty Six flag and Metis Nation of Saskatchewan flag which fly in Civic Square on a permanent basis.		

The City contributes annual funding for the operation of Wanuskewin Heritage Park and participates in its board governance.	<ul style="list-style-type: none"> • Continue support of Wanuskewin. 	Within existing budget
Action #92: Ensure Aboriginal peoples have access to jobs, training and education opportunities; and they benefit from economic development.		
Related City Initiatives	Options for Future Initiatives	Estimated Cost
Senior Management participated in a workshop on "Duty to Consult" and what that means for the City's developments.	<ul style="list-style-type: none"> • Partner with the federal government and First Nations in land development opportunities that fit in with Saskatoon's growth plans. 	Within existing budget
The City has consulted with Aboriginal people in regional planning discussions. First Nations with land holdings in Saskatoon and area have been engaged in the City's planning discussions.	<ul style="list-style-type: none"> • Collaborate with Planning and Development and the Saskatoon North Partnership for Growth (P4G) to continue efforts to increase First Nations' input into the Regional Plan project. • Collaborate with Planning and Development and SREDA to continue efforts to increase First Nations' representation on the Broader Regional Committee (BRC). 	Within existing budget
First Nation Community Profiles highlighting 11 First Nations with land holdings within the City were published through a partnership with SREDA. The two-page profiles are intended to promote economic development opportunities and highlight key attributes of each First Nation including leadership, strengths and assets.	<ul style="list-style-type: none"> • Work with partners to identify workshop themes and deliver components to educate Aboriginal development corporations on opportunities and City processes for development in Saskatoon. Participate in forums to further engage and develop partnerships with the Aboriginal business community. • Hold informational sessions on City Procurement opportunities. 	\$15,000 for three workshops or forums at \$5,000 per event.

<p>The City of Saskatoon is a SHRC Employment Equity Partner and in 2014 adopted SHRC's new recommended target for Aboriginal employees to comprise 14% of the City's workforce. A Human Resources Diversity and Inclusion Action Plan and a Human Resources Aboriginal Employment Action Plan have been developed and various initiatives have been implemented by the City to increase job readiness, training, and employment of Aboriginal people.</p>	<ul style="list-style-type: none"> • Implement the Diversity and Inclusion Action Plan and Aboriginal Employment Action Plan to increase Aboriginal employment. 	
<p>The Director of Aboriginal Relations chairs the Saskatoon Aboriginal Employment Partnership to engage a wide range of stakeholders in Aboriginal inclusion initiatives. (See Attachment) Through this initiative, a partnership with SREDA, STC, GDI, SIIT, the private sector, and community-based organizations supporting Aboriginal people in employment. was established to connect Aboriginal people with employment and business opportunities that will help the</p>	<ul style="list-style-type: none"> • Implement Phase 2 of the partnership with SREDA to connect Aboriginal people with employment. Partner to promote the positive aspects for businesses utilizing the Aboriginal labour pool prior to engaging in the Temporary Foreign Worker Program. 	<p>Externally funded through \$265,000 from Federal Government</p>
<p>A "Profile Saskatoon Grant" of \$150,000 and in-kind organizing support was provided in 2015 for the World Indigenous Business Forum (WIBF) to be held in Saskatoon in 2016.</p>	<ul style="list-style-type: none"> • Continue to provide organizational support for the WIBF. 	<p>Within existing budget</p>
<p>Action #93: Provide inclusive information about Aboriginal peoples to newcomers</p>		
<p>Related City Initiatives</p>	<p>Options for Future Initiatives</p>	<p>Estimated Cost</p>
<p>The City of Saskatoon, in partnership with OTC offered a two-day train the trainer program "Building New Relationships Program: First Nations and Newcomers" in February of 2015. Fifty-one participants who work with newcomers and from across many sectors took part. This information helped to address the shortfall in information provided by the federal government in citizenship kits.</p>	<ul style="list-style-type: none"> • In partnership with the federal government, OTC, and other Aboriginal and community organizations, identify how the City can provide information about Aboriginal people to newcomers to Canada through, for instance, making brochures available at City facilities and linking information to our website. The City will not develop its own material, but rather, will utilize its networks to make the information available to newcomers. 	<p>Within existing budget</p>
<p>Total Estimated Incremental Cost</p>		<p>\$65,000</p>



MEDIA RELEASE

The Office of Mayor Donald J. Atchison

MO15-003
For Immediate Release
Tuesday, June 30, 2015

Year of Reconciliation Begins July 1st

In the wake of the final report from the Truth and Reconciliation Commission, Saskatoon City Council on June 22, 2015 unanimously declared a “Year of Reconciliation” beginning on July 1, 2015.

The Truth and Reconciliation Commission (TRC) Report issued 94 recommendations, nine of which apply directly and indirectly to municipal levels of government. The areas include language and culture, health, reconciliation, repudiation of European sovereignty, training for public servants, missing children and burial information, national Centre for Truth and Reconciliation and sports reconciliation. (*Recommendations 17, 23, 43, 47, 57, 75, 77, 87, 88*)

“We have worked diligently to create positive relationships with aboriginal peoples in Saskatoon”, says Mayor Donald Atchison. “I believe the creation of urban commercial reserves, raising the flags of Treaty Six Territory and the Metis Nation of Saskatchewan, cooperating on housing, education, employment and training provide a framework for further progress. We still have work to do and that includes reconciliation.”

The unanimous Saskatoon City Council resolution also called for a close working relationship in this “Year of Reconciliation” with the Office of the Treaty Commissioner.

As a First Nations person growing up in the city of Saskatoon and later serving as a leader with the Saskatoon Tribal Council, I recognize the hard work that goes into bringing people together”, says Treaty Commissioner George E. Lafond. “So I recognize the vision of the Mayor and Council in working to address the recommendations of the Truth and Reconciliation Commission and appreciate the support they have given to the OTC. Reconciliation is a process of coming together. We seek a common vision for Saskatchewan, and collectively held measures to ensure we make progress. Much work remains and we look forward to partnering with the City of Saskatoon as we make progress.”

One goal in the Quality of Life section of Saskatoon's Strategic Plan, is to strengthen relations with local Aboriginal organizations. A four year priority is to develop partnerships and programs with Aboriginal organizations that will assist in enhancing economic, employment and training opportunities.

Achieving the goals outlined in the TRC Report is about recognition of the past, reconciliation with aboriginal peoples and finding appropriate actions to move forward.

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Saskatoon - A 21st Century City

Statement of Reconciliation from Canada's Big City Mayors

Canada's Big City Mayors' Caucus recognizes the significance of the undertaking of the Truth and Reconciliation Commission with the release of the TRC's final report and its recommendations. It took many decades of advocacy by residential school survivors to establish the Commission, and the several years of gathering testimony, evidence and developing recommendations have been a difficult and exhausting process for survivors and Commissioners alike.

We recognize the deep and lasting traumatic impact that Canada's Indian Residential Schools had on individuals, their families, and communities both Aboriginal and non-Aboriginal. The history of these schools is one of pain and gross injustice that requires us all to make ongoing and concerted efforts to learn the truth about residential schools, acknowledge this history and its modern legacies in our cities and begin a shared journey of reconciliation.

Many Aboriginal people now living in Canada's largest cities continue to grapple with the most severe consequences of the intergenerational trauma caused by residential schools – but we are committed to supporting and delivering real change, working together with Aboriginal leaders.

Today we declare that Canada's big city mayors commit themselves to learning from the lessons of the Truth and Reconciliation Commission, and taking action to ensure the needs and aspirations of Aboriginal people are fully acknowledged in policy, and in the great cities we seek to build.

We stand together today in committing to a new equal partnership with Aboriginal people in Canada, one based on truth, dignity, and mutual respect.

Dated this 1st day of June, 2015



Mayor Gregor Robertson
Chair, Big City Mayors Caucus
Federation of Canadian Municipalities

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Déclaration d'appui à la réconciliation des maires des grandes villes du Canada

À l'occasion du dépôt du rapport final et des recommandations de la Commission de vérité et réconciliation, le Caucus des maires des grandes villes du Canada désire reconnaître l'importance du travail entrepris par la Commission. Les anciens pensionnaires des écoles indiennes ont dû déployer des décennies d'efforts pour que cette commission soit enfin créée. En outre, le recueil des témoignages, la recherche des preuves et la formulation de recommandations ont représenté un travail long et ardu, tant pour les survivants que pour les commissaires.

Nous reconnaissons que les pensionnaires indiens du Canada ont causé des traumatismes profonds et durables aux pensionnaires, à leurs familles et aux collectivités autochtones et non autochtones. L'histoire de ces pensionnaires est marquée par la douleur et par l'injustice. Elle exige que nous poursuivions des efforts concertés et soutenus pour connaître et reconnaître la vérité à leur sujet, pour prendre acte de l'héritage qu'elle a laissé dans nos villes, et pour entreprendre un parcours commun de réconciliation.

Nombre d'Autochtones qui vivent actuellement dans nos grandes villes sont encore aux prises avec les terribles effets du traumatisme intergénérationnel occasionné par les pensionnats, mais nous sommes déterminés à imprimer un réel changement, en collaboration avec les dirigeants autochtones.

Aujourd'hui, les maires des grandes villes du Canada déclarent leur engagement à tirer des enseignements des travaux de la Commission de vérité et réconciliation, puis à prendre les mesures nécessaires afin que les politiques municipales et le fonctionnement des grandes villes que nous aspirons à bâtir traduisent les besoins et les attentes des Autochtones.

Nous sommes unis dans notre détermination à instaurer un nouveau partenariat avec les peuples autochtones, un partenariat d'égal à égal fondé sur la confiance, la dignité et le respect mutuel.

En ce 1er jour de juin de l'année 2015



Mayor Gregor Robertson,
Maire de Vancouver
Président du Caucus des maires des grandes villes
Fédération canadienne des municipalités

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